

LEESBURG VIRGINIA POLICE DEPARTMENT

STRATEGIC PLAN

2005 ~ 2008

Joseph R. Price
Chief of Police



Leesburg Police Department Mission

The Leesburg Police Department is committed, in partnership with the community, to provide the highest quality of police services by using innovative, proactive approaches to improve the quality of life in Leesburg, while at the same time maintaining respect for the rights and dignity of all.



Chief's Vision

(the Message)

Committed to Make
Leesburg the **Safest**
Community by;

- Providing high quality service, the **first time, every time.**
- Creating a work environment where people want to come to work and succeed.
 - Treating all with respect and dignity



Leesburg Police

Organizational Values

- **WE VALUE:**

- **LEADERSHIP** - We are committed in leading the town government and the law enforcement profession by setting a mark of excellence in everything that we do, providing world-class service and providing the leadership to make Leesburg the place where all want to live, work and prosper.
- **PRIDE** - We pride ourselves on our commitment to maintaining the public trust and respect through a commitment to the highest standards of professional ethics and standards. We are committed to respecting the rights and human dignity of all and the value of all members of the community and department
- **DEDICATION**- We are dedicated to provide the highest quality of service in a consistent manner that emphasizes effectiveness, efficiency and innovation. We are dedicated to empower our employees to take risks, expand horizons, and always pursue excellence

Excellence through Leadership, Pride and Dedication



Plan Focus

- Ensuring the Public Safety
 - Developing strategies that **effectively** deal with crime issues
 - Developing Strategies that **effectively** deal with community problems
- Reengineering the Department for Improved Efficiency
 - Developing **efficiency** in the organization through accountability strategies
 - Developing **efficiency** programs designed to enhance customer satisfaction



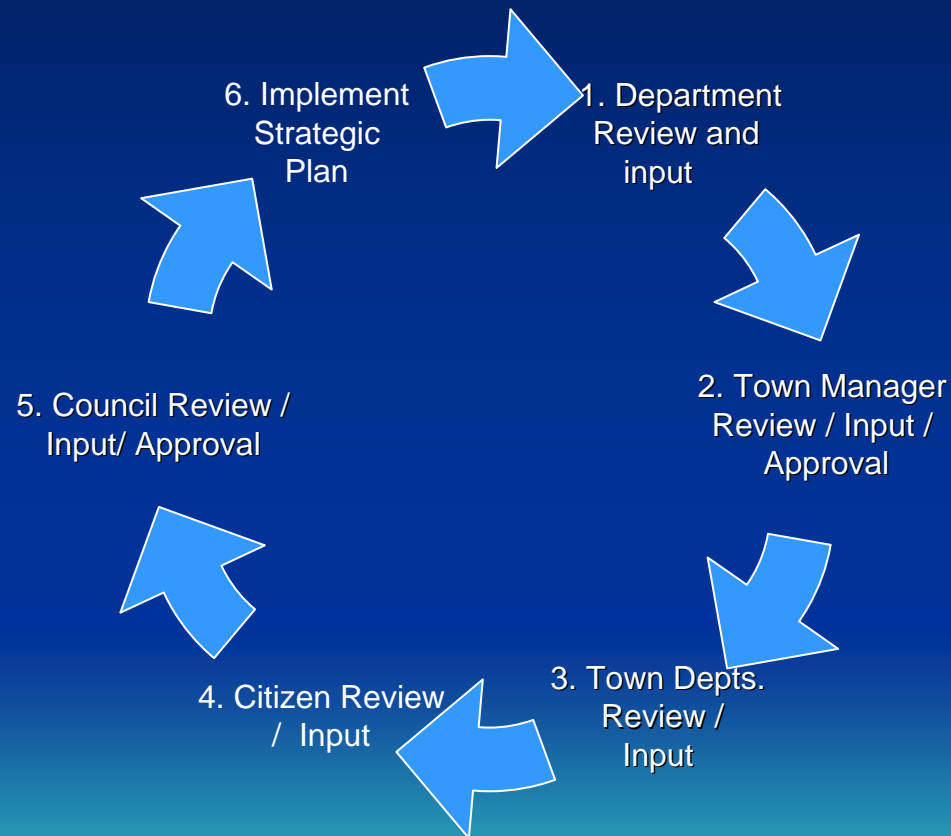
The Process Plan Development



The Process Plan Development



The Process Plan Acceptance



Goals

- **ENSURING THE PUBLIC SAFETY**

- **GOAL #1 – FACILITATE CRIME AND DISORDER PREVENTION AND REDUCTION THROUGH PROACTIVE PROBLEM SOLVING STRATEGIES AND COMMUNITY PARTNERSHIPS**

- **RE-ENGINEERING THE DEPARTMENT**

- **GOAL #2 – STRUCTURE THE DEPARTMENT AND BUILD ORGANIZATIONAL CAPACITY TO SUPPORT THE REDUCTION OF CRIME AND DISORDER**
- **GOAL #3 – ENHANCE POLICE PROFESSIONALISM AND COMMUNITY TRUST THROUGH ACCOUNTABILITY, PERFORMANCE MEASURES AND ADOPTION OF MODERN POLICE PRACTICES**
- **GOAL #4 – ACQUIRE MODERN TECHNOLOGY, INFORMATION MANAGEMENT, AND INFRASTRUCTURE THAT SUPPORTS ORGANIZATIONAL GOALS AND OBJECTIVES**



Ensuring the Public Safety Initiatives – Goal # 1

- Keeping our Citizens Safe
- Safeguarding our Youth
- Preparing for Emergency Situations
- Fixing the Broken Windows
- Keeping our Roadways Safe



Keeping our Citizens Safe

- Targeting crimes that cause our citizens to feel unsafe in our community
- Attacking the fear of crime
- Developing and implementing proactive preventive programs to keep our citizens from being victims



Safeguarding our Youth

- Proactive Approach Targeted at
 - Drug Activity in Town
 - Gang Activity
 - Work with other depts. such as Parks & Recreation, LCSO and LCPS
- Safety in Schools
 - Coordinated Approach with LCPS to provide the safest learning environment for our children



Preparing for Emergency Response

- Developing Capabilities within the department, town government and the community for Emergency Response
- Emergency Response is Based Upon
 - Planning
 - Response
 - Mitigation
 - Recovery
- Coordinate Emergency Preparedness Actions with
 - County
 - State
 - Federal



Fixing the Broken Windows

- Targeting Crimes that Affect Community Quality of Life
- Developing Community Based-Initiatives
 - Re-Build Community Confidence in Neighborhoods seeking revitalization
 - Assisting in strategies for neighborhood revitalization



Keeping our Roadways Safe

- Develop town-wide plans for:
 - Traffic Management
 - Safe and efficient traffic flow
 - Vehicular
 - Pedestrian
 - Bicycle
 - Accident Reduction
 - Integrated with Town, County, and State roadway development and traffic management plans
- Target Aggressive Drivers



Re-Engineering the Leesburg Police Department Initiatives Goals 2, 3, 4

- Organizational Reengineering
- Cultural Reengineering
- Technological Reengineering
- Training Challenge



Organizational Reengineering

- Focus on “Core Business”
 - Keeping the community safe
- Focus Strategically on Crime and disorder and their impact on the community
- Accountability
 - Clear / Attainable Goals
 - Empowerment and Accountability
- Accreditation
- Workload Analysis
 - Best practices
 - Proper staffing levels



Cultural Reengineering

- As the community changes, the job changes and the organization must change
- Creating a climate of respect
- Creating a climate that unleashes the creative energy of department members
- Recruit and Retain high quality people
 - Reflective of community needs
 - Competitive compensation and benefits
 - Innovative and effective recruiting strategies
- Establish true climate of Empowerment



Technological Reengineering

- Technology improvements will improve the way we do business
- Develop and Maintain training proficiency on new technology
- Success will be measured by how effective we utilize technology to improve core business services.



Training Challenge

- Four Areas of Concentration
 - Leadership
 - Ethics/Integrity/Respect
 - Problem Solving
 - Diversity



Summary

- Strategic Plan serves as roadmap
- Each year during budget process specific strategies are developed and funded (funding requested) to support this strategic plan
- **CHALLENGING THE FUTURE**

